

**GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA**

UNSTARRED QUESTION NO:2811
ANSWERED ON:11.05.2016
Performance Assessment
De(Nag) Dr. (Smt.) Ratna

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

- (a) whether the Government has decided to assess the performance of the employees including Group A and B officers;
- (b) if so, the details thereof and the action proposed to be taken thereon;
- (c) whether the Government has issued directions to the secretaries/departmental heads to assess the performance of employees and suggest action against under performances; and
- (d) if so, the details thereof?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office.
(DR. JITENDRA SINGH)

(a) & (b): Central Government has since long, been reviewing employees including Group A & B officers periodically on the grounds of performance and efficiency. Fundamental Rules, All India Service Rules and other Service Rules provide for retirement in public interest.

Under Rule 56(j) of Fundamental Rules, review is done at the age of 50/55 years for Group A and B officials and at the age of 55 years for others. As per the provisions of All India Services (Death cum Retirement Benefit) Rules 16(3), inter alia, review is done on completion of 15/25 years of qualifying service or on attaining the age of 50 years as the case may be. While reviewing, parameters such as the entire service record and performance are taken into consideration.

(c) & (d): Review of Performance of employees is a continuous process. The provisions for review have been reiterated from time to time, more recently in September 2015 and in April 2016. All Ministries/Departments including the State Governments take action as per provisions in respect of their cadre officers.
